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AUTHOR Blann, Wayne; Zaichkowsky, Leonard
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ABSTRACT

Two surveys were conducted regarding the career and life transition needs of National Hockey League (NHL) players and their spouses. The Professional Athletes' Career Transition Inventory was distributed to player representatives and members of eight NHL teams. Results revealed that 85 percent of players believed it important that help be provided for planning post-sport careers. Favorably perceived programs helped players to understand and relate their personal strengths, interests, and skills to appropriate careers, develop education and career plans, and understand and relate specific education, certification, licensing, and other training programs to appropriate careers. Half of the players indicated that they will delay planning a post-sport career, although most players believed that their post-sport career will be critical to their life satisfaction after their sport career ends. Almost all players believed that the NHL Players' Association should be involved in helping them with post-sport career planning. Data obtained from 123 spouses of NHL players revealed that they also felt it important that help be provided in planning post-sport careers and that the NHL Players' Association should be involved. Most spouses believed that such help should be provided during their husbands' playing careers. Most spouses planned to change to improve their employment status after their husbands' playing career ended. About 85 percent of wives stated that their most important current role was supporting their husbands' playing career. (CB)

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CAREER/LIFE TRANSITION NEEDS OF NATIONAL HOCKEY LEAGUE PLAYERS

A FINAL REPORT PREPARED FOR THE
NATIONAL HOCKEY LEAGUE PLAYERS ASSOCIATION

BY

WAYNE BLANN, ED.D.
ASSOCIATE PROFESSOR OF PHYSICAL EDUCATION
AND DIRECTOR OF ATHLETICS
STATE UNIVERSITY COLLEGE AT CORTLAND
CORTLAND, NEW YORK

AND

LEONARD ZAICHKOWSKY, PH.D.
SPORT PSYCHOLOGIST
BOSTON, UNIVERSITY
BOSTON, MASSACHUSETTS

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At the August, 1985 NHL Players Association meeting we requested permission to conduct a survey of NHL players to determine their career awareness and career needs. In order to conduct this "needs assessment" the Professional Athletes' Career Transition Inventory (PACTI) was distributed to Player Representatives, and 8 NHL teams. Data were obtained from the Player Representatives and 6 NHL teams, a total of 117 players. Following are highlights of the findings, as well as characteristics of the players completing the survey.

Highlights of Research Findings

1. 85% of the players believe it is important that help be provided them in planning post-sport careers.

   Extremely Important = 50%
   Important = 35%

2. The three programs (out of 5 listed) perceived by players as most helpful to them in planning post-sport careers were:

   Ranked #1 - Seminars and individual counseling programs to help players understand and relate their personal strengths, interests and skills to appropriate careers.

   Ranked #1 = 33%
   Ranked #2 = 27%

   Total = 60%

   Ranked #2 - Seminars and individual counseling programs to help players develop and then carry out education and career action plans.

   Ranked #1 = 34%
   Ranked #2 = 19%

   Total = 53%

   Ranked #3 - Seminar and individual counseling programs to help players understand and relate specific education, certification, licensing and other training programs to appropriate careers.

   Ranked #1 = 5%
   Ranked #2 = 33%

   Total = 38%

3. The two programs (out of the 5 listed) perceived by players as less helpful to them in planning post-sport careers were:

   Ranked #4 - Help in arranging for players to work at jobs part time and during the off season.

   Ranked #1 = 22%
   Ranked #2 = 14%

   Total = 36%

   Ranked #5 - Help in developing and carrying out job search campaigns.

   Ranked #1 = 5%
   Ranked #2 = 8%

   Total = 13%

4. 95% of the players believe that the NHLPA should be involved in helping players with post-sport career planning.

   Great Deal of Involvement = 54%
   Some Involvement = 41%

5. 98% of the players think about their sport careers ending.

   Very Often = 40%
   Sometimes = 58%

6. 53% of the players indicate they are delaying planning for a post-sport career.

7. 68% of the players believe their post-sport career will be critical to their life satisfaction after their sport career ends.

8. Only 47% of the players are satisfied that they have managed their finances to provide for adequate financial support for up to 2 years to prepare for and enter a post-sport career.

9. 73% of the players plan to play hockey 5 or more years in the NHL.

   a. The average professional ice hockey career is 5 years

   b. The mode age of the players surveyed was 27 years.

10. 36% of the players plan to complete their high school diplomas. The remaining 64% plan to pursue education beyond high school:

Associates Degree	= 19%
Bachelors Degree	= 27%
Masters Degree	= 5%
Law/Doctoral Degree	= 12%

11. Responses to questions included in the Life Satisfaction Scale (LSS) of the inventory showed that the players are exceptionally well-satisfied with their present life situations.

12. Reponses to questions included in the Career Awareness Scale (CAS) of the inventory showed that the players have heightened career awareness levels.

Demographic Data on Players

1. Age:

18 - 22	= 20%
23 - 27	= 50%
28 - 32	= 24%
33 - 37	= 4%
38 - 42	= 2%

Youngest = 18 years
Oldest = 42 years

2. Citizenship:

Canadian	= 77%
U.S.	= 15%
European	= 8%

3. Marital Status:

Single	= 32%
Married	= 65%
Separated/Divorced	= 3%

4. Current Educational Levels:

Less Than High School	= 26%
High School Diploma	= 32%
One Year or Less of College	= 21%
More Than One Year of College	= 12%
Associates Degree	= 0%
Bachelors Degree	= 7%
Masters Degree	= 2%
Law Degree or Doctoral Degree	= 0%

5. Socioeconomic Background (Father's Occupation):

Semi-skilled, Skilled, and Supervisory	= 55%
Clerical and Managerial	= 34%
Professional	= 11%

6. Salary Ranges:

$31 - 90,000	= 14%
$91 - 150,000	= 33%
$151 - 500,000	= 48%
$501 - 999,000	= 5%

Conclusions

1. The majority of the NHL players experessed a strong need for programs to assist them with post-sport career planning and further, that the NHLPA should be responsible for providing the service.

2. The players felt that seminars and individual counseling programs would be the most effective method of meeting their needs. They were particularly in favor of seminars and counseling focused on:

    a. Understanding their personal strengths, interests and skills.

    b. Developing and carrying out education and career action plans.

CAREER-LIFE TRANSITION NEEDS OF NATIONAL HOCKEY LEAGUE PLAYERS' SPOUSES' PERSPECTIVES

A Final Report Prepared For The
National Hockey League Players' Association

By

Wayne Blann, Ed.D.
Assistant Professor of Sport Sciences and
Coordinator of Sport Management
Ithaca College, New York

And

Leonard Zaichkowsky, Ph.D.
Sport Psychologist
Boston University, Massachusetts

July 20, 1987

In January, 1987, the National Hockey League Players' Association granted us permission to conduct a survey of NHL players' spouses to determine their perspectives about the career-life transition needs of their husbands. This survey was deemed important, since 98% of the married players who participated in the 1986 survey of NHL players believed their spouses should be involved in career-life transition planning.

In order to conduct this survey, the "Professional Athletes'Career Transition Inventory, For Spouses" (PACTI-S) developed by Blann, 1987, was distributed to 200 spouses of 10 teams through the player representatives. Data were obtained from a total of 123 spouses of 8 teams. This represents a 62% return on the survey, and approximately, 47% of the total population of married NHL players.

HIGHLIGHTS OF RESEARCH FINDINGS

The following data are compared with responses given by NHL players to the same questions:

1. **98% of the spouses** (85% of the players) believe it is important that help be provided their husbands in planning post-sport careers.

	Spouses	Players
Extremely Important	**61%**	50%
Important	**37%**	35%

2. **98% of the spouses** (95% of the players) believe the **NHLPA** should be involved in helping their husbands with post-sport career planning.

	Spouses	Players
Extremely Important	**61%**	54%
Important	**37%**	41%

3. **97% of the spouses** (98% of the players) think about their husbands' sport careers ending.

	Spouses	Players
Very Often	**46%**	40%
Sometimes	**51%**	58%

4. **68% of the spouses** (47% of the players) are satisfied they have managed their finances to provide for adequate financial support for up to 2 years to prepare for and enter a post-sport career.

5. **All spouses** have completed their high school diplomas (26% of the players did not complete their high school diplomas; 36% plan to complete their high school diplomas). **78% of the spouses** (the remaining 64% of the players) plan to pursue education beyond high school:

	Spouses	Players
Associates Degree	**8%**	19%
Bachelors Degree	**29%**	27%
Masters Degree	**34%**	6%
Doctoral Degree	**7%**	12%

The following data represents ONLY spouses responses to the survey:

6. **All spouses** believe it is important they be involved in helping their husbands plan their post-sport careers and **88%** believe post-sport career planning should occur **during** their husbands' playing careers.

7. **89%** of the spouses plan to change or improve their present employment status after their husbands' playing careers end; **66%** believe they will need to further their educations in order to do so and **79%** want to participate in career-life planning programs.

8. **85%** of the spouses state the most important thing in their lives right now is supporting their husbands' sport careers while **15%** say planning for the future is most important.

9. **86%** of the spouses talk with their husbands about the need to plan for post-sport careers.

10. Responses to questions included in the "Life Satisfaction Scale" (LSS) showed the spouses are exceptionally well-satisfied with their present life situations.

Demographic Data on Spouses

1. Age:

	Players
18 - 22 - **13%**	20%
23 - 27 - **72%**	50%
28 - 32 - **13%**	24%
33 - 37 - **1%**	4%
38 - 42 - **1%**	2%

2. Citizenship:

	Players
Canadian - **63%**	77%
U.S. - **36%**	15%
European - **1%**	8%

3. Current Educational Levels:

		Players
Less Than High School	- **0%**	26%
High School Diploma	- **23%**	32%
One Year or Less of College	- **9%**	21%
More Than One Year of College	- **11%**	12%
Associates Degree	- **18%**	0%
Bachelors Degree	- **35%**	7%
Masters Degree	- **4%**	2%
Law or Doctoral Degree	- **0%**	0%

4. Socioeconomic Background (Father's Occupation):

		Players
Semi-skilled, Skilled and Supervisory	- 42%	55%
Clerical and Managerial	- 40%	34%
Professional	- 18%	11%

5. Salary Ranges:

Not Employed	- 82%
Less Than $10,000	- 10%
$10 - 19,000	- 5%
$20 - 29,000	- 2%
$30 - 39,000	- 0%
$40 - 49,000	- 0%
Over 50,000	- 1%

Conclusions:

1. All of the spouses expressed a strong need for programs to help their husbands with post-sport career planning and further, that the NHLPA should be responsible for providing the programs.

2. All of the spouses believe they should be involved in their husbands' post-sport career planning programs and a majority believe that such programs should be designed to meet their own needs as well.

3. The majority of spouses believe they will need to change or improve their present employment status when their husbands' sport careers end and will need to pursue further education, as well as participate in career-life planning programs to do so.